

**From:** Ken Kinsey </O=EXCHANGELABS/OU=EXCHANGE ADMINISTRATIVE GROUP (FYDIBOHF23SPDLT)/CN=RECIPIENTS/CN=2516FFEB844A4C1DB03EFCAB705D6F15-KKINSEY>  
**To:** JD Kinsey; Jeff Beagle; Alexander Kalman  
**Sent:** 11/20/2017 1:48:33 PM  
**Subject:** FW: Crew Shifts for Puerto Rico  
**Attachments:** image006.png

See below. We need to get the pay adjusted soon.

Ken Kinsey  
 VP of Operations  
 Cell – 432-254-5783  
 SAT – (8816)324-11652  
[kkinsey@cobrafd.com](mailto:kkinsey@cobrafd.com)  
 Emergency email address – [EMPRTOC@cobrafd.com](mailto:EMPRTOC@cobrafd.com)  
 TOC Email Distribution List – [COBRAPRTOC@cobrafd.com](mailto:COBRAPRTOC@cobrafd.com)



**From:** Keith Ellison  
**Sent:** Monday, November 20, 2017 3:41 PM  
**To:** Ken Kinsey <[kkinsey@cobrafd.com](mailto:kkinsey@cobrafd.com)>  
**Subject:** Re: Crew Shifts for Puerto Rico

That is correct

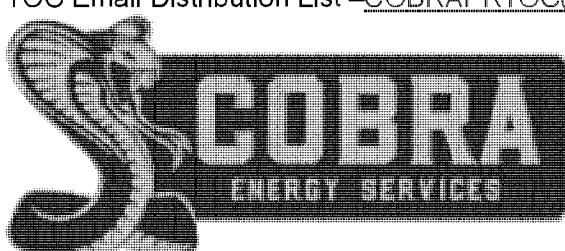
Sent from my iPhone

On Nov 20, 2017, at 2:27 PM, Ken Kinsey <[kkinsey@cobrafd.com](mailto:kkinsey@cobrafd.com)> wrote:

I agree, so a Superintendent and above would get base plus.

All logistics guys will be day rate only with the exception of Jason Russell.

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On Nov 20, 2017, at 3:12 PM, Keith Ellison <[kellison@Mammothenenergy.com](mailto:kellison@Mammothenenergy.com)> wrote:

Only Management, was to ever receive base plus a day rate. All GF's and below are to be purely the day rate while on Island.

Gotta get a handle on this stuff now.

KE

Sent from my iPhone

On Nov 20, 2017, at 1:54 PM, Ken Kinsey <[kkinsey@cobrafd.com](mailto:kkinsey@cobrafd.com)> wrote:

Hi Keith, this pay thing is all screwed up. We have superintendents getting the same pay as GF's.

Ken Kinsey  
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Begin forwarded message:

**From:** Robert Malcom <[rm@hpeservices.net](mailto:rm@hpeservices.net)>  
**Date:** November 20, 2017 at 2:52:40 PM AST  
**To:** Ken Kinsey <[kkinsey@cobrafd.com](mailto:kkinsey@cobrafd.com)>  
**Subject: Re: Crew Shifts for Puerto Rico**

Pat walker, Aaron Blackerby, Scott Lynch, and I don't know if Ken Godwin was told or not but he is in the same type of position

Sent from my Verizon, Samsung Galaxy smartphone

----- Original message -----

From: Ken Kinsey <[kkinsey@cobrafd.com](mailto:kkinsey@cobrafd.com)>  
Date: 11/20/17 12:28 PM (GMT-06:00)  
To: Scott Whitsell <[swhitsell@5-starelectricllc.com](mailto:swhitsell@5-starelectricllc.com)>, Robert Malcom <[rm@hpeservices.net](mailto:rm@hpeservices.net)>  
Cc: Jeff Beagle <[jbeagle@Mammothenergy.com](mailto:jbeagle@Mammothenergy.com)>, Keith Ellison <[kellison@Mammothenergy.com](mailto:kellison@Mammothenergy.com)>, Corey Mahan <[cmahan@cobrafd.com](mailto:cmahan@cobrafd.com)>, Alan Edwards <[aedwards@cobrafd.com](mailto:aedwards@cobrafd.com)>, JD Kinsey <[jkinsey@cobrafd.com](mailto:jkinsey@cobrafd.com)>, Alexander Kalman <[akalman@Mammothenergy.com](mailto:akalman@Mammothenergy.com)>  
Subject: RE: Crew Shifts for Puerto Rico

Hey Robert/Scott,

One more request on Pay, my understanding from Keith is there were a select few that would be getting base

pay plus PR pay. We are finding out there are quite a number getting both. Please help me to know who you told was getting base plus PR pay?

Thank you,

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<image005.png>

**From:** Ken Kinsey  
**Sent:** Sunday, November 19, 2017 3:47 PM  
**To:** Scott Whitsell ([swhitsell@5-starelectricllc.com](mailto:swhitsell@5-starelectricllc.com)) <[swhitsell@5-starelectricllc.com](mailto:swhitsell@5-starelectricllc.com)>; Robert Malcom <[rm@hpeservices.net](mailto:rm@hpeservices.net)>  
**Cc:** Jeff Beagle <[jbeagle@Mammothenenergy.com](mailto:jbeagle@Mammothenenergy.com)>; Keith Ellison <[kellison@Mammothenenergy.com](mailto:kellison@Mammothenenergy.com)>; Corey Mahan <[cmahan@cobrafd.com](mailto:cmahan@cobrafd.com)>; Alan Edwards <[aedwards@cobrafd.com](mailto:aedwards@cobrafd.com)>; JD Kinsey <[jkinsey@cobrafd.com](mailto:jkinsey@cobrafd.com)>  
**Subject:** Crew Shifts for Puerto Rico

Robert/Scott,

What did you two tell your staffs they would work for a rotation here in Puerto Rico? I am hearing there was all kinds of things said and I just need to hear it from you two, so we can start working on a rotation schedules. From my understanding, everyone above a GF would have been asked to stay the duration, but I need to find out from you.

Thanks Guys,

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